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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Financing of the United Nations Organization Mission in the Democratic Republic of the Congo

Financial performance report for the period from 1 July 2006 to 30 June 2007 and proposed budget for the period from 1 July 2008 to 30 June 2009 of the United Nations Organization Mission in the Democratic Republic of the Congo

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation 2006/07	$1,091,242,800
Expenditure 2006/07	$1,085,127,900
Appropriation 2007/08	$1,112,739,500
Projected expenditure for 2007/08[a]	$1,088,865,000
Estimated unencumbered balance for 2007/08[a]	$23,874,500
Proposal submitted by the Secretary-General for 2008/09	$1,191,372,300
Recommendation of the Advisory Committee for 2008/09	$1,187,676,400

[a] Estimate as at 30 April 2008 (see annex I).

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I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions in paragraphs 33, 34 and 37 below would entail a reduction of $3,695,900 in the proposed budget of the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) for the period from 1 July 2008 to 30 June 2009. The Committee also makes a number of observations and recommendations regarding the administration and management of the Mission and opportunities for further savings.**

2. The general report of the Advisory Committee on administrative and budgetary aspects of the financing of the United Nations peacekeeping operations contains its views and recommendations on a number of cross-cutting issues. Consequently, in the paragraphs below, the Committee deals with resources and other items specifically relating to MONUC.

3. The documents reviewed and used by the Advisory Committee for background in its consideration of the financing of MONUC are listed at the end of the present report.

II. Financial performance report for the period from 1 July 2006 to 30 June 2007

4. On the recommendation of the Advisory Committee, the General Assembly, in its resolution 60/121 B, appropriated an amount of $1,091,242,800 gross ($1,072,482,800 net) for the Mission for the period from 1 July 2006 to 30 June 2007. Total expenditures for the period amounted to $1,085,127,900 gross ($1,065,142,400 net). The resulting unencumbered balance of $6,114,900 gross ($7,340,400 net) represents, in gross terms, 0.6 per cent of that appropriation.

5. The unencumbered balance reflects an underexpenditure of $26,302,500 under military and police personnel offset in part by additional requirements of $13,914,900 under civilian personnel and $6,272,700 under operational costs. Key resource variances include underexpenditures under:

(a) Military contingents ($22,837,100), mainly owing to reduced requirements for the reimbursement of troop-contributing countries for contingent-owned equipment and fresh rations and fewer than planned rotations of military contingents;

(b) United Nations police ($2,959,100), owing to an actual delayed deployment rate of 17.9 per cent, compared to the budgeted factor of 10 per cent and the extension of the tours of duty for 178 United Nations police officers during the post-electoral period;

(c) Air transportation ($5,299,500), owing to delays in the establishment of new commercial airfield services contracts.

6. Underexpenditures were offset in part by additional requirements under:

(a) International staff ($6,688,600), resulting from a lower average vacancy rate of 15.3 per cent compared with the budgeted factor of 18 per cent, higher travel costs for staff on initial appointment and an increase in the hazardous duty station allowance from $1,000 to $1,300 per person per month effective 1 January 2007. The underexpenditure was also due to the fact that mission subsistence allowance

and hazardous duty station allowance for international staff funded under general temporary assistance were inadvertently charged under international staff class of expenditures;

(b) United Nations Volunteers ($8,504,100), owing to the deployment of additional volunteers to support preparations for local elections (567 volunteers were approved and the actual average was 624). Consequently the actual vacancy rate was 6.4 per cent compared to the budgeted factor of 10 per cent;

(c) General temporary assistance ($5,093,500), mainly attributable to the deployment of additional temporary staff to support the organization of the presidential and legislative elections;

(d) Official travel ($3,214,700), owing to increased within-mission travel related to the presidential and legislative elections;

(e) Other supplies, services and equipment ($3,119,900), mainly attributable to the utilization of a freight-forwarding contractor to reduce reliance on air assets for cargo movement and the engagement of individual contractors to carry out required tasks until the recruitment of additional staff was completed.

7. The Advisory Committee was informed that the major factors contributing to the variances included the continued temporary deployment, as authorized by the Security Council, of 916 military contingent personnel from the United Nations Operation in Burundi (ONUB) to MONUC for the entire performance period for which no related provisions were made in the 2006/07 budget, as well as the conduct of two rounds of presidential and legislative elections in July and October 2006, which were originally planned for the 2005/06 period and for which additional unbudgeted support requirements were provided.

8. The comments of the Advisory Committee on the information on individual objects of expenditure presented in the performance report on the budget of MONUC for the period from 1 July 2006 to 30 June 2007 (A/62/737) can be found, where relevant, in the discussion of the proposed budget for the Mission for the period from 1 July 2008 to 30 June 2009 (A/62/755) in the paragraphs below.

III. Information on performance for the current period

9. The Advisory Committee was informed that, as at 31 December 2007, a total of $5,033,138,000 had been assessed on Member States in respect of MONUC since its inception. Payments received as at the same date amounted to $4,733,368,000, leaving an outstanding balance of $299,770,000. Taking into account a three-month operating cash reserve of $185,347,000 (excluding reimbursement to troop-contributing countries), the available cash balance amounts to $320,253,000.

10. The Advisory Committee was informed that, as at 31 December 2007, the estimated amount owed in respect of troop-cost reimbursement was $169,205,000, and that $187,558,000 was owed for contingent-owned equipment. In respect of death and disability compensation, 11 claims were pending and unliquidated obligations amounted to $1,542,000. **The Advisory Committee expects expeditious settlement of those claims.**

11. The Advisory Committee was informed that, as at 31 March 2008, the incumbency for MONUC for the period from 1 July 2007 to 30 June 2008 was as follows:

Category of personnel	*Authorized*[a]	*Encumbered*	*Vacancy/delayed deployment rate (percentage)*
Military observers	760	737	3
Military contingent personnel[b]	17 030[a]	16 711	1.9
United Nations police	391	299	23.5
Formed police units	750	748	0.3
International staff[c]	1 121	914	18.5
National staff[c]	2 190	2 100	4.1
United Nations Volunteers	604	556	7.9

[a] Represents the highest authorized strength for the period.
[b] The authorized number includes the additional 916 military personnel authorized by the Security Council in its resolutions 1736 (2006) and 1742 (2007).
[c] Includes temporary positions.

12. The Advisory Committee was provided with a table on current and projected expenditures for the period from 1 July 2007 to 30 June 2008 (see annex I). Expenditures for the period as at 30 April 2008 amounted to $948,946,000 against an apportionment of $1,112,739,500 gross. For the entire financial period, current and projected expenditures amount to $1,088,865,000, leaving a projected unencumbered balance of $23,874,500, or a budget implementation rate of 98 per cent.

13. The Advisory Committee notes that the projected underexpenditures are largely due to higher than budgeted vacancy rates for military observers and United Nations police and higher than projected deductions under contingent-owned equipment because units did not meet self-sustainment standards. Underexpenditures are also projected under air transportation relating to the expiration of a contract for a Boeing 727 combination aircraft on 15 December 2007. The Mission is presently seeking to replace the aircraft. Projected underexpenditures were offset in part by additional requirements under civilian personnel relating to: a high turnover of international staff and lower than projected vacancy rates for national staff and United Nations Volunteers; consultants to support the Congolese authorities in planning for local elections; official travel relating to support for the movement of troops within the country; and ground transportation relating to support of the Armed Forces of the Democratic Republic of the Congo (FARDC) in the east of the country.

IV. Proposed budget for the period from 1 July 2008 to 30 June 2009

A. Mandate and planned results

14. The mandate of MONUC was established by the Security Council in its resolution 1291 (2000). By its resolution 1756 (2007), the Council established a new mandate for MONUC following the national elections, which, inter alia, placed increased emphasis on security sector reform. Subsequently, in its resolution 1794 (2007), the Council extended the mandate of the Mission until 31 December 2008.

In that resolution, the Council also requested MONUC to attach the highest priority to addressing the crisis in the Kivus in all its dimensions, in particular through the protection of civilians, and encouraged MONUC to support the FARDC integrated brigades with a view to disarming the recalcitrant foreign and Congolese armed groups. By its resolution 1797 (2008), the Council authorized MONUC to provide assistance in the organization, preparation and conduct of local elections in the Democratic Republic of the Congo.

B. Resource requirements

15. The proposed budget for MONUC for 2008/09 amounts to $1,191,372,300 gross ($1,167,299,000 net), representing an increase of $78,632,800, or 7.1 per cent, in gross terms over the amount of $1,112,739,500 apportioned for the 2007/08 period. Key variances in comparison with the apportionment for 2007/08 include increases under:

(a) International staff ($7,596,000) in connection with the proposed establishment of 56 additional international posts;

(b) National staff ($12,103,800) in connection with the establishment of 568 additional posts (22 National Officers and 546 national General Service);

(c) United Nations Volunteers ($10,005,800) in connection with the proposed deployment of 191 additional positions, including 162 temporary positions to support the local elections;

(d) General temporary assistance ($7,933,900), attributable primarily to the proposed deployment of 204 additional temporary positions to support the conduct of local elections;

(e) Official travel ($4,305,200), relating to additional requirements for within-mission travel to support the local elections;

(f) Air transportation ($43,529,700), mainly attributable to the deployment of 6 additional fixed-wing aircraft and 29 additional helicopters to support the local elections.

Increases were offset, in part, by a decrease of $10,305,000 in requirements for military and police personnel as the result of using recent actual vacancy data and travel and equipment costs.

16. One of the major factors affecting the budget proposal is the planned support by MONUC to local elections, as mandated by the Security Council in its resolution 1797 (2008). In his report on MONUC to the Security Council dated 14 November 2007, the Secretary-General noted that local elections are the last and crucial part of the electoral cycle envisaged by the 2002 All-Inclusive Agreement (S/2007/671, para. 45). They will be considerably more complex than the national elections, with some 200,000 candidates expected to compete in more than 6,000 constituencies, as compared to 13,000 candidates in 169 constituencies in the national elections. The Secretary-General also pointed out that, given the size of the country and the lack of surface transport, the Government and the electoral authorities would require substantial logistical and technical support from MONUC, including air transportation of electoral materials from Kinshasa and 15 hubs to some 210 sites across the country (ibid., paras. 48 and 49).

17. In his most recent report on MONUC to the Security Council (S/2008/218), the Secretary-General indicated that the Government has committed itself to organizing the elections by the end of 2008, but that if the Congolese authorities decided to update the voter roll, the elections could be further delayed (ibid., para. 71). Upon request, the Advisory Committee was provided with an updated timetable on election-related activities, which takes into account tasks relating to the updating of the voter roll (see annex II). The associated costs of MONUC support to the elections are estimated at $88,269,800 (see annex III). The Committee was informed that the relevant provisions in the proposed budget for 2008/09 were predicated on the assumption that the elections would be held in the second half of 2008 and that a delay would have an impact on financial and human resources and operational requirements for the 2008/09 period. **The Advisory Committee expects that the Secretariat will monitor developments and that the expenditure of such resources will be closely aligned with the objective of carrying out the elections.**

18. Another factor impacting on the estimates is the priority placed by the Mission, in accordance with Security Council resolution 1794 (2007), on addressing the security challenges posed by armed groups in the eastern part of the Democratic Republic of the Congo. As noted in the most recent report of the Secretary-General to the Security Council, MONUC has redeployed more than 90 per cent of its forces to the eastern part of the country, with more than 60 per cent currently located in the Kivus (ibid., para. 85). In that connection, the Secretary-General stated that every effort is being made to ensure that the concentration of MONUC troops in the east does not create security vacuums elsewhere in the country. He noted, however, that MONUC resources are stretched to the limit, creating risks in areas of potential and rising tension. The Secretary-General also stated that he will keep the situation under review and that he may revert to the Council with recommendations to ensure that the Mission's military and civilian deployments correspond to its mandated tasks. With regard to civilian personnel, the Advisory Committee was informed that, since February 2008, the Chief of Staff had been temporarily deployed to Goma and that additional staff from all the Mission components had been redeployed to the east. Upon request, the Committee was provided with details concerning the number of staff redeployed to the east and their functions (see annex IV).

19. As noted in the report on the proposed budget for MONUC (A/62/755, para. 6), the Mission has reviewed its organizational structure and, as a result, has decided to consolidate its three regional offices into two. The regional office for the western region will still be located in Kinshasa and the regional offices for the eastern region, which had been in Bukavu and Bunia, will now be consolidated and located in Goma. The Advisory Committee was informed that the intention was to strengthen the decentralization in the eastern part of the country. The Committee notes, as indicated in the proposed budget, that the administrative staff of the eastern region will be co-located with the military and political command elements in order to enhance coordination of planning and to synchronize the delivery of services. It is expected that this enhanced decentralization will also facilitate provision of support to the security sector reform initiatives, whose core activities will focus on the eastern part of the country (see A/62/755, sect. V.B). The 2 regional offices will coordinate the decentralized support arrangements to the 17 field offices and 5 sub-offices. **The Secretariat should closely monitor the impact of the restructuring on the Mission's implementation of its mandate and report**

thereon in the next budget submission for MONUC, including efficiencies achieved and economies realized.

20. As indicated in the proposed budget for MONUC (A/62/755, para. 130), the estimates take into account efficiency gains amounting to $22,933,600 relating to the reconfiguration of the aircraft fleet resulting in the reduction of one fixed-wing aircraft and 7,429 flight hours; increased use of surface transportation; improved management of the Mission's holdings of consumables; and reduction of the level of strategic holdings and requirements for communications and information technology equipment.

1. Military and police personnel

Category	*Authorized 2007/08*[a]	*Authorized/proposed 2008/09*
Military observers	760	760
Military contingent personnel	17 030	17 030
United Nations police	391	391
Formed police units	750	750

[a] Represents highest level of authorized strength.

21. The estimated requirements for military and police personnel for the period from 1 July 2008 to 30 June 2009 amount to $466,354,700, reflecting a decrease of $10,305,000, or 2.2 per cent, compared with the apportionment for 2007/08. Reduced requirements are mainly the result of using recent actual vacancy data and travel and equipment costs. The following delayed deployment factors have been applied: 6 per cent for military observers, 2 per cent for military contingent personnel and 32 per cent for United Nations police. Upon enquiry, the Advisory Committee was informed that the delayed deployment factor for United Nations police took into account recent actual mission experience and the fact that the surge in requirements for policing, in particular at the African Union/United Nations Hybrid Operation in Darfur (UNAMID) and the United Nations Mission in the Central African Republic and Chad (MINURCAT), had placed an additional burden on police-contributing countries.

2. Civilian personnel

Category	*Approved 2007/08*[a]	*Proposed 2008/09*
International staff	1 110	1 166
National staff[b]	2 168	2 736
United Nations Volunteers	576	605
Temporary positions[c]	61	427

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Officers and national General Service staff.
[c] Funded under general temporary assistance, under civilian personnel costs. Includes 333 positions (89 international staff, 108 national staff and 136 United Nations Volunteers) for a period of 6 months and 59 positions (7 international staff, 19 national staff and 33 United Nations Volunteers) for a period of 9 months.

22. The Secretary-General proposes a net increase of 1,019 posts and positions, consisting of 56 international staff, 568 national staff, 29 United Nations Volunteers and 366 temporary positions. The estimated cost for civilian personnel amounts to $243,477,500, an increase of $37,639,500, or 18.3 per cent, as compared with the apportionment for 2007/08 (see A/62/755, sect. II.B.1). The Advisory Committee notes that the bulk of the requests for additional posts relate to: (a) the proposed conversion of individual contractors and casual daily workers to national staff; and (b) temporary positions and posts to support the local elections. Delayed deployment factors have been applied as follows: 17 per cent for international staff, 5 per cent and 37 per cent, respectively, for national General Service and national Professional Officers, 5 per cent for United Nations Volunteers and 11 per cent for temporary positions.

23. The Advisory Committee notes with concern that, as indicated in paragraph 132 of the proposed budget, MONUC continues to experience high staff turnover rates, with approximately 25 staff members leaving the Mission every month, as compared to a recruitment rate of approximately 30 new staff per month. As noted in the same paragraph, since more than one third of the Mission's civilian staff have served in the Mission for more than four years, a large number of the staff continue to seek opportunities for assignment to other offices or operations that are deployed at duty stations with less hazardous conditions. **The Advisory Committee emphasizes the need for the Secretariat to work closely with the Mission to recruit and retain staff. In this connection, the Committee requests the Secretariat to prepare a full analysis of the underlying causes of the high rate of staff turnover in this and other missions so that the General Assembly may take this into consideration in its ongoing discussions on human resources management at the main part of its sixty-third session. The Committee stresses once again that, in recruiting new staff, emphasis should be placed, inter alia, on the recruitment of candidates that meet the linguistic requirements of the Mission (A/62/781, para. 35). The Committee notes, in this connection, that MONUC continues its efforts to identify French-speaking candidates, but with minimal outcome, as it competes with other missions based in French-speaking countries, including the United Nations Stabilization Mission in Haiti (MINUSTAH), the United Nations Operation in Côte d'Ivoire (UNOCI) and MINURCAT (see A/62/755, sect. V.B). The Committee encourages the Secretariat and the Mission to make greater efforts in this regard.**

Recommendations on posts

24. A summary of the staffing changes proposed for MONUC for the 2008/09 period, including redeployments, is contained in annex V to the present report. A description of the changes is also provided in the report of the Secretary-General under the various components. In the paragraphs below, the Advisory Committee has highlighted some of the major staffing proposals. Except where indicated to the contrary, the Committee recommends approval of the staffing proposals put forward by the Secretary-General.

25. A total of 568 new national posts are requested, 466 of which are for the regularization of individual contractors and casual daily workers who are performing skilled functions that are core activities required on a continuing basis, largely in the Security and Safety Section and Integrated Support Services. Upon enquiry concerning the background of that request, the Advisory Committee was

informed that, since its inception, MONUC had been obliged to recruit individual contractors and casual daily workers owing to the paucity of commercial firms in the post-conflict economy which had the capacity to meet outsourcing requirements. Despite gradual improvements in the local economy, the employment of such personnel has continued, in part because they were entrenched in the system and the Mission's attempts at outsourcing were met with resistance. This practice is, however, considered unsustainable as it does not accord the normal benefits provided to regular staff, such as annual leave and medical insurance. Furthermore, the prolonged employment of casual workers violates the local law that requires the provision of certain benefits for workers hired on a sustained basis. A breakdown of the 466 posts by function and by office was provided to the Committee (see annex VI). **The Advisory Committee has no objection to the proposal to convert 466 individual contractors and casual daily workers to national staff.**

26. A total of 417 general temporary assistance positions are proposed to support the local elections. Of these, 363 are new positions (93 international, 108 national and 162 United Nations Volunteers). A breakdown of substantive and support staff relating to the elections is provided in annex VII. The Advisory Committee, having noted that these positions are required for a period of six to nine months as well as the uncertainties regarding the timing of the elections (see para. 17 above), enquired as to actions being taken by the Mission to recruit personnel in a timely manner for the election period. It was informed that special recruitment provisions were in place, which stipulate that the Electoral Assistance Division of MONUC may identify suitable candidates on the basis of personal history profiles provided by the Electoral Assistance Division at Headquarters, create a shortlist and conduct interviews. The Civilian Personnel Section of MONUC will prepare the necessary paperwork for the selected candidates, which will be provided to the Field Personnel Division of the Department of Field Support to complete the selection of candidates. In addition, the Electoral Assistance Division of MONUC is authorized to recruit several candidates at a time from a list of qualified candidates. **The Advisory Committee points out that there will be a continuing need for national capacity in the holding of elections and, in this regard, stresses the need for enhanced capacity-building. The activities associated with the holding of the local elections and the staff hired to support them can be considered as contributing to the building of such national capacity. The Advisory Committee therefore has no objection to the establishment of the additional 363 temporary positions requested to support the local elections. The Committee expects that the timing of the deployment of such personnel will take into account the situation as it evolves (see para. 17 above).**

27. The establishment of a Strategic Planning Cell is proposed, to be comprised of a Senior Planning Officer (P-5) redeployed from the Political Affairs Division, two Planning Officers (P-3) and an Administrative Assistant. As indicated in the proposed budget (A/62/755, para. 16), pursuant to Security Council resolution 1756 (2007), MONUC will need to realign its activities and develop benchmarks and an indicative timeline for its gradual drawdown. In that connection, the Secretary-General indicated that the Mission is implementing the United Nations integrated mission planning process, which includes intensified coordination with the United Nations country team, for strategic planning and the formulation of the results-based frameworks for the MONUC budget process. The Secretary-General noted that the Strategic Planning Cell would sustain that process. The Advisory Committee has

commented on the integrated mission planning process in its general report on peacekeeping operations and has requested that further information be provided on the approach to be taken during the drawdown phase of missions and planning for handover of functions to the United Nations country teams (A/62/781, para. 22).

28. **In that connection, the Advisory Committee acknowledges the requirement for the Mission to enhance coordination and realign its activities with the country team in this transitional phase and does not therefore object to designating an entity in the office of the Special Representative of the Secretary-General for this important function. Accordingly, the Committee recommends approval of the establishment of the Strategic Planning Cell and the related staffing proposals. The Committee expects that the Secretary-General will inform the General Assembly, in the context of the next budget submission for MONUC, of the contribution made by the Cell to addressing the needs set out in paragraph 16 of the proposed budget for 2008/09.**

29. The Secretary-General also proposes regularizing the staffing structure of the Joint Operations Centre (A/62/755, paras. 17 and 18). The Centre, among other things, is responsible for monitoring the Mission's operational activities, collecting regular situational updates from the relevant entities, providing consolidated daily operational reports and providing a 24-hour communications link between the Special Representative, senior management, various Mission entities and others in the Mission area and United Nations Headquarters. It is the primary facility to support the Mission's crisis management process by developing contingency plans and procedures for emergency situations. Since its establishment, the Centre has been operating with five staff members (1 P-5, 1 P-4, 2 P-3 and 1 P-2) borrowed from various offices in the Mission. The proposal is to redeploy five posts to the Centre at those levels from the Political Affairs Division and to create four additional international posts (1 P-4, 2 P-2, and 1 Field Service) and one national General Service post.

30. In the Joint Mission Analysis Cell, it is proposed to reclassify one international post of Administrative Assistant (General Service (Other level)) to a national post and to create one post of Clerk/Driver (national General Service), as well as two positions of Information Analysts (United Nations Volunteers). The Information Analysts would monitor and report on a number of conflict areas that have recently emerged and conduct assessment missions in other areas. The Cell is currently supported by a Clerk/Driver from the Political Affairs Division.

31. **The Advisory Committee considers it important to support the analytical capabilities of this large, multidimensional Mission and therefore recommends approval of the staffing changes proposed by the Secretary-General for both the Joint Operations Centre and the Joint Mission Analysis Cell.**

32. The establishment of a new D-2 post of Coordinator for the Eastern Democratic Republic of the Congo is proposed for the continuous on-site coordination and facilitation of activities within MONUC and between the Mission and the United Nations country team, as required (A/62/755, paras. 11 and 12). As noted in paragraph 18 above, the Chief of Staff of MONUC has been temporarily deployed to Goma to perform the functions of the proposed Coordinator, but this is envisaged as a short-term measure. **In view of the increased focus by the Mission on the eastern part of the country, in accordance with Security Council resolution 1794 (2007), and the corresponding redeployment of personnel to the**

east as noted in paragraphs 18 and 19 above, the Advisory Committee recommends approval of the establishment of a D-2 post of Coordinator for the Eastern Democratic Republic of the Congo.

33. Two posts for Administrative Officers (1 P-4 and 1 P-3) are proposed in the Office of the Special Representative. As noted in paragraph 13 of the proposed budget, the Office is currently supported by posts from the Office of the Principal Deputy Special Representative and from the Political Affairs Division. **The Advisory Committee recommends approval of one P-4 post for an Administrative Officer to supplement the existing structure of the Office.**

34. The establishment of a post of Coordination Assistant (Field Service), as well as one position of Administrative Assistant (United Nations Volunteer) are proposed for the Office of the Deputy Special Representative (Resident Coordinator/Humanitarian Coordinator) (A/62/755, para. 22). **In view of the existing staffing of the Office (9 posts: 1 Assistant Secretary-General, 1 D-1, 1 P-5, 2 P-4, 2 General Service and 2 national), the Advisory Committee recommends approval of the position for the Administrative Assistant but not the post for the Coordination Assistant.**

35. In the Office of the Police Commissioner, it is proposed to establish two new P-3 posts for a Training Officer and a Planning Officer (A/62/755, paras. 27-29). The Secretary-General notes that, in its resolution 1756 (2007), the Security Council decided that MONUC should continue to develop the capacities of the Congolese national police by providing technical assistance, training and mentoring support. The Training Officer would develop training programmes for the national police. The Planning Officer would develop and implement planning frameworks and develop monitoring and evaluation tools in respect of the police component's work plans. **In the view of the Advisory Committee, the Office of the Police Commissioner, with only 8 posts (1 D-2, 1 P-5, 1 P-3, 1 Field Service, 2 General Service, 1 national staff, 1 United Nations Volunteer), is a small office in comparison to the tasks assigned to it. Accordingly, the Committee recommends approval of the two new P-3 posts requested.**

36. The Secretary-General has proposed the establishment of a new Security Sector Reform Unit, which would report directly to the Special Representative of the Secretary-General, to be composed of a Head of Unit (D-1), a Security Sector Reform Officer (P-3) and an Administrative Assistant (Field Service) (A/62/755, para. 41). **In view of the increased emphasis on security sector reform in the Mission's new post-election mandate, as adopted by the Security Council in its resolution 1756 (2007), the Advisory Committee recommends approval of the establishment and proposed staffing of the new Unit.**

37. Three temporary positions (P-3) are requested for Conduct and Discipline Officers to be located in Bunia, Goma and Bukavu to allow more immediate, regular and sustained support to the offices and sub-offices located in the eastern part of the country (A/62/755, para. 53). As indicated in paragraphs 18 and 19 above, the proposed reconfiguration of the regional offices would entail the redeployment of some staff and contingent personnel to the east. The Advisory Committee notes that the Conduct and Discipline Team currently consists of 13 staff. In the Committee's view, it is logical to move some conduct and discipline personnel to the east together with the staff and contingent personnel being redeployed. **Accordingly, the Advisory Committee recommends that some existing staff of the Conduct and Discipline Team be redeployed to Bunia, Goma and Bukavu. Should a need for additional conduct and discipline staff subsequently arise, it should be**

requested and fully justified in the next budget submission. The Committee therefore recommends against the request for three temporary positions.

38. With a view to decentralizing some key financial services to the regions and strengthening the management of those activities, the Secretary-General proposes the establishment of 20 new posts in the Finance Section (1 P-4, 5 Field Service, 2 National Officers, 6 national General Service and 6 United Nations Volunteers), 9 of which would be deployed to Region East, five to Region West and six to the Finance Office in Kinshasa (see A/62/755, paras. 78-82). **While the Advisory Committee concurs with the proposed establishment of the posts, it requests that the Secretariat closely monitor the impact of the decentralization of the financial services concerned and report thereon in the next budget submission for MONUC (see also para. 19 above).**

39. **The Advisory Committee supports the strengthening of Integrated Support Services as proposed by the Secretary-General in the proposed budget (A/62/755, paras. 87-124). In this connection, the Committee expects that assets management at MONUC will be improved in line with the recommendations made by the Board of Auditors in this regard (see A/62/5 (Vol. II) and A/62/823, para. 7).**

40. The establishment of eight posts (2 P-3, 2 P-2 and 4 national General Service) is proposed for the Geographic Information Systems Cell to support its expansion in Bunia and its proposed presence in Kisangani, Goma and Bukavu in order to provide a more extensive and responsive service to military units based in the eastern part of the country (A/62/755, para. 99). **In view of the large-scale redeployment of troops and personnel to the east, the Advisory Committee recommends approval of the eight posts requested.**

3. Operational costs

Apportionment 2007/08	*Proposed 2008/09*
$430 241 800	$481 540 100

41. The estimated operational requirements for the period from 1 July 2008 to 30 June 2009 represent an increase of $51,298,300, or 11.9 per cent, in comparison with the apportionment for 2006/07. Major factors contributing to the variance include an increase in the requirements relating to within-mission travel, the deployment of six additional fixed-wing aircraft and 29 rotary-wing aircraft to support the local elections and additional freight costs for the movement of cargo resulting from revised contractual arrangements with the commercial freight forwarder.

Training and official travel

42. Estimated requirements for official travel for 2008/09 amount to $8,459,200, an increase of $4,305,200, or 103.6 per cent, in comparison with the apportionment of $4,154,000 for 2007/08. The Advisory Committee notes from the supplementary information provided to it that additional requirements are mainly attributable to within-mission travel in support of local elections and an increased provision for travel for training. The estimate for the latter amounts to $2,799,500, an increase of $1,964,300, or 235.2 per cent, in comparison with the apportionment for 2007/08. In the supplementary information provided to the Committee, the explanation given for

this large variance is simply that it is attributable to an increased provision for training programmes to improve the delivery of services. In that connection, the Committee notes that the requirements for training, including travel, have increased from an estimated $1,613,100 for 5,373 staff and military and police personnel in 2007/08 to $4,359,800 for 9,446 personnel in 2008/09 (see A/61/767 and Corr.1, para. 56, and A/62/755, paras. 134 and 135).

43. Upon enquiry, the Advisory Committee was informed that the significant increase in the proposal for training for 2008/09 was due mainly to the fact that training activities had been curtailed in the past two years because of the heavy involvement of MONUC personnel in election-related activities. The Committee points out that the organization of the local elections that are to take place during the coming financial period will be more complex than the national elections held in previous financial periods (see para. 16 above). It therefore appears unlikely that the Mission will be able to resume deferred training programmes. The Committee was also informed that the increase in training-related travel was primarily attributable to a need to train new staff as the result of the high rate of turnover.

44. **The Advisory Committee encourages the Mission to carry out necessary training on site or regionally to the extent possible.** In this connection, the Committee recalls its recommendation that the report of Secretary-General on training in peacekeeping to be submitted to the General Assembly at its sixty-third session should include clear criteria for the holding of training courses at Headquarters, at the United Nations Logistics Base or at missions, with a focus on reducing the costs of travel for training (A/62/781, para. 83).

45. Upon enquiry, the Advisory Committee was informed that, as at 30 April 2008, expenditures for training and training-related travel amounted to $561,500 and $640,400, respectively. Projected expenditure for the entire 2007/08 period amounts to $673,700 for training and $640,400 for training-related travel. **In the absence of adequate justification for the large increases in both training and training-related travel, the Advisory Committee recommends approval of an amount based on the current level of expenditure. The Committee therefore recommends that the estimates be reduced to $673,700 for training and $640,400 for training-related travel.**

Air transportation

46. The Advisory Committee notes from the proposed budget (A/62/755, para. 130) that the reconfiguration of the fleet of aircraft, in particular the introduction of a combination fixed-wing aircraft that can transport both cargo and personnel, the modification of charter contracts and the review of flight routes have resulted in the reduction of one fixed-wing aircraft and 7,429 flight hours compared to the 2007/08 period. Estimated requirements for air transportation amount to $274,082,900, an increase of $43,529,700, or 18.9 per cent, over the apportionment for 2007/08. As noted in paragraph 157 of the proposed 2008/09 budget, the variance is primarily attributable to the deployment of six additional fixed-wing aircraft and 29 additional helicopters that will be required to transport electoral equipment and materials, personnel and observers to electoral sites. The estimates also include a provision of $5,432,600 for 1,800 helicopter flight hours in support of FARDC in joint operations with MONUC. **The Advisory Committee recommends approval of the estimated requirements for air transportation, noting, however, that changes in the electoral timetable could have an impact on those requirements (see para. 17 above).**

47. In response to its enquiry on aviation safety, the Advisory Committee was informed that a review of the movement of aircraft between the airports in the Democratic Republic of the Congo revealed that MONUC aircraft constituted approximately 20 per cent of the total air traffic and that, while MONUC air traffic is well regulated, the vast majority of the air traffic in the country is primarily unregulated, exposing MONUC aircraft to increased risk, with near-collisions a regular occurrence. An International Civil Aviation Organization (ICAO) project team is assisting MONUC in the liaison and planning with the Congolese civil aviation authorities. The team has identified an immediate requirement for additional training for air traffic controllers and new management systems to enhance the overall standard of air traffic services management. In that connection, the Committee was informed that the Mission was using a new airfield services company that was hiring more Congolese and training them as air traffic controllers. **The Advisory Committee welcomes these developments as they should contribute to the building of national capacity and the improvement of aviation safety in the country.**

48. The Advisory Committee recalls that the Board of Auditors had expressed the view that the number of MONUC flights might be reduced if restrictions were placed on non-United Nations personnel travelling on the Mission's aircraft. The Board also noted that the Mission had no effective mechanism for partial or total cost recovery in respect of non-United Nations personnel (A/62/5 (vol. II), chap. II, para. 262). Upon enquiry, the Committee was informed that a policy was being formulated under which travel of non-United Nations personnel would not be permitted on MONUC aircraft, except when their travel is in support of the Mission's mandate or to destinations for which no commercial flights are available. The Committee was informed that a flight cost analysis of all administrative and operational handling costs incurred by MONUC, directly or indirectly, per flight, was being carried out. The results of the analysis will be factored into a cost-recovery policy, which will be implemented for all non-MONUC passengers and cargo. In that connection, the Committee recalls its recommendation that the General Assembly request the Secretary-General to report to it at its resumed sixty-third session on measures to improve the cost-effective acquisition, contracting and management of air services (A/62/781, para. 44).

Fuel management

49. Upon enquiry, the Advisory Committee was informed that the Mission had limited fuel storage capability and that it was increasingly relying upon contractors to transport and store fuel, although a number of locations in remote areas without any vendor facilities continue to be serviced entirely by the Mission. MONUC transports fuel to those locations using its own transport from established vendor locations to fuel farms owned and operated by the Mission and conducts aircraft refuelling using Mission equipment and staff. **The Advisory Committee urges the Mission to continue to monitor the fuel management chain and to pursue the most efficient and cost-effective solution to the transport of fuel and to take measures to mitigate any associated risks (see A/62/781, para. 47).**

Public information

50. The Advisory Committee notes that budgeted voluntary contributions of $3,426,900 are included in the estimates for 2008/09 (see A/62/755, sect. II.B) relating to a contribution from the Fondation Hirondelle in support of MONUC radio broadcasting services. **The Advisory Committee stresses the importance of**

public information and outreach activities to the effective conduct of local elections and notes the significant role that Radio Okapi, which is jointly managed by MONUC and the Fondation Hirondelle, can play in this regard.

V. Conclusion

51. The action to be taken by the General Assembly in connection with the financing of MONUC for the period from 1 July 2006 to 30 June 2007 is indicated in paragraph 27 of the performance report (A/62/737). **The Advisory Committee recommends that the unencumbered balance of $6,114,900 and the income and adjustments in the amount of $55,462,400 be credited to Member States in a manner to be determined by the Assembly.**

52. The action to be taken by the General Assembly in connection with the financing of MONUC for the period from 1 July 2008 to 30 June 2009 is indicated in paragraph 164 of the proposed budget (A/62/755). **Taking into account its recommendations outlined in the present report, the Advisory Committee recommends that the estimated budget requirement of $1,191,372,300 be reduced by $3,695,900. Accordingly, the Committee recommends that the Assembly appropriate an amount of $1,187,676,400 for the maintenance of MONUC for the 12-month period from 1 July 2008 to 30 June 2009.**

Documentation

- Report of the Board of Auditors on United Nations peacekeeping operations for the 12-month period from 1 July 2006 to 30 June 2007 (A/62/5 (vol. II))
- Performance report on the budget of the United Nations Organization Mission in the Democratic Republic of the Congo for the period from 1 July 2006 to 30 June 2007 (A/62/737)
- Budget for the United Nations Organization Mission in the Democratic Republic of the Congo for the period from 1 July 2008 to 30 June 2009 (A/62/755)
- Twenty-fourth and twenty-fifth reports of the Secretary-General on the United Nations Organization Mission in the Democratic Republic of the Congo (S/2007/671 and S/2008/218)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the financial performance report for the period from 1 July 2005 to 30 June 2006 and proposed budget for the period from 1 July 2007 to 30 June 2008 of the United Nations Organization Mission in the Democratic Republic of the Congo (A/61/852/Add.11)
- General Assembly resolutions 60/121 B, 61/281 and 61/264
- Security Council resolutions 1291 (2000), 1565 (2004), 1592 (2005), 1621 (2005), 1628 (2005), 1635 (2005), 1669 (2006), 1711 (2006), 1736 (2006), 1742 (2007), 1751 (2007), 1756 (2007), 1794 (2007) and 1797 (2008)

Annex I

Current and projected expenditures of the United Nations Organization Mission in the Democratic Republic of the Congo for the period from 1 July 2007 to 30 June 2008

(Thousands of United States dollars)

		1 July 2007 to 30 April 2008			*Projected to 30 June 2008*			
	Apportionment	*Total expenditure*	*Unencumbered balance*	*Projected expenditure 1 May to 30 June 2008*	*Total expenditure, including projected*	*Estimated unencumbered balance*	*Variance (percentage)*	
	(1)	*(2)*	*(3) = (1) - (2)*	*(4)*	*(5) = (2) + (4)*	*(6) = (1) - (5)*	*(7) = (6) ÷ (1)*	*Reasons for variance*
Military and police personnel								
Military observers	44 618	36 753	7 865	6 818	43 571	1 047	2	Lower average deployment than planned
Military contingents	392 811	354 939	37 872	37 513	392 452	359	0	
United Nations police	20 842	13 946	6 896	2 700	16 646	4 196	20	Lower average deployment than planned
Formed police units	18 388	17 059	1 329	1 656	18 715	(327)	(2)	Higher actual commercial air charter costs for the rotation of three formed police units
Subtotal	**476 659**	**422 697**	**53 962**	**48 687**	**471 384**	**5 275**	**1**	
Civilian personnel								Higher staff turnover in the mission; higher travel costs on appointment as new staff are routed through the United Nations Logistics Base (UNLB) for one-week of induction training; higher requirements for hazardous duty station allowances due to the new designation of Matadi and Equator provinces as hazardous duty stations
International staff	149 854	118 902	30 952	32 108	151 010	(1 156)	(1)	
National staff	32 667	28 102	4 565	5 443	33 545	(878)	(3)	Higher average number of national staff than planned; higher requirements for hazardous duty station allowances due to the new designation of Equator and Matadi Provinces as hazardous duty stations
United Nations Volunteers	21 467	21 270	197	3 618	24 888	(3 421)	(16)	Lower vacancy rate than planned; new designation of Equator and Matadi Provinces as hazardous duty stations
Subtotal	**203 988**	**168 274**	**35 714**	**41 169**	**209 443**	**(5 455)**	**(103)**	

	1 July 2007 to 30 April 2008			Projected to 30 June 2008				
	Apportionment	*Total expenditure*	*Unencumbered balance*	*Projected expenditure 1 May to 30 June 2008*	*Total expenditure, including projected*	*Estimated unencumbered balance*	*Variance (percentage)*	
	(1)	*(2)*	*(3) = (1) - (2)*	*(4)*	*(5) = (2) + (4)*	*(6) = (1) - (5)*	*(7) = (6) ÷ (1)*	*Reasons for variance*
Operational costs								
General temporary assistance	1 850	1 480	370	-121	1 359	491	27	Higher vacancy rate than planned
Government-provided personnel	—	—	—	—	—	—	—	
Civilian electoral observers	—	—	—	—	—	—	—	
Consultants	317	769	-452	704	1 473	(1 156)	(364)	Unforeseen requirements for consultants to support the Congolese authorities in planning and implementing electoral operations for the conduct of local elections
Official travel	4 154	5 738	-1 584	927	6 665	(2 511)	(60)	Additional requirements for within-mission travel due to increased movement of troops to the Kivus and in other areas within the Democratic Republic of the Congo
Facilities and infrastructure	93 001	62 825	30 176	22 526	85 351	7 650	8	Reduced requirements for self-sustainment reimbursements; cancellation of Bunia and Bukavu airfield projects due to the unavailability of suitable vendors
Ground transportation	21 785	22 023	-238	2 586	24 609	(2 824)	(13)	Additional requirements related to the support of the Armed Forces of the Democratic Republic of the Congo (FARDC) in the east; fluctuations in exchange rates of the euro and Japanese yen against the United States dollar
Air transportation	230 553	212 577	17 976	1 133	213 710	16 843	7	Expiration of contract for one Boeing 727 combination aircraft in December 2007 and delays in arranging its replacement
Naval transportation	1 963	1 061	902	422	1 483	480	24	Replacement of riverine contractors with a commercial freight forwarding contractor
Communications	32 865	20 820	12 045	10 805	31 625	1 240	4	Reduced requirements for transponder lease charges
Information technology	8 247	7 261	986	951	8 212	35	0	
Medical	17 657	8 211	9 446	5 999	14 210	3 447	20	Reduced reimbursements for self-sustainment; availability of supplies from stocks; and lower requirements for medical services
Special equipment	6 452	3 226	3 226	1 535	4 761	1 691	26	Reduced requirements for self-sustainment

		1 July 2007 to 30 April 2008			Projected to 30 June 2008			
	Apportionment	Total expenditure	Unencumbered balance	Projected expenditure 1 May to 30 June 2008	Total expenditure, including projected	Estimated unencumbered balance	Variance (percentage)	
	(1)	(2)	(3) = (1) - (2)	(4)	(5) = (2) + (4)	(6) = (1) - (5)	(7) = (6) ÷ (1)	Reasons for variance
Other supplies, services and equipment	12 246	11 424	822	2 156	13 580	(1 334)	(11)	Recording of payments to casual daily workers under this class of expenditure as well as charges for the Office of Internal Oversight Services Procurement Task Force
Quick-impact projects	1 000	560	440	440	1 000	—	—	
Subtotal	**432 092**	**357 975**	**74 117**	**50 063**	**408 038**	**24 054**	**6**	
Gross requirements	**1 112 739**	**948 946**	**163 793**	**139 919**	**1 088 865**	**23 874**	**2**	
Staff assessment income	20 989	13 339	7 650	9 126	22 465	—	—	
Net requirements	**1 091 750**	**935 607**	**156 143**	**130 793**	**1 066 400**	**25 350**	**2**	
Voluntary contributions in kind (budgeted)	2 915	0	2 915	2 915	2 915	—	—	
Total requirements	**1 115 654**	**948 946**	**166 707**	**142 834**	**1 091 780**	**23 873**	**2**	

Annex II

United Nations Organization Mission in the Democratic Republic of the Congo: timeline for electoral and post-electoral activities

Electoral activities	
Operational preparations to renew the voters registration/list	4 months (May-August 2008)
Review voters registration/list in the field	3 months (September-November 2008)
Data processing by the national Data Processing Centre (centralization of the data and identification of double registrations)	1 month (December 2008)
Adoption of the law on decentralized administrative entities	1 month (January 2009)
Registration of candidates and legal disputes	1.5-2 months (February-March 2009)
Production of ballot papers, packing, deployment of electoral and campaign materials	2.5-3 months (April-June 2009)
Election day	1 day (June 2009)
Subtotal	**13-14 months**
Post-electoral activities	
Collection and centralization of the electoral material and results	0.5 month
Compilation and announcement of the results	1.5 months
Processing of legal disputes	2 months
Publication of results	1 day
Subtotal	**4 months**
Total	**17-18 months**

Annex III

Resource requirements for activities relating to public information, mine detection and mine clearing, disarmament, demobilization and reintegration/ disarmament, demobilization, repatriation, resettlement and reintegration, elections and security for the period from 1 July 2008 to 30 June 2009

A. Staff costs

(Thousands of United States dollars)

	Public information	*Mine detection and mine clearing*	*DDR/ DDRRR*[b]	*Elections*	*Security*
Subtotal[a]	**9 923.9**	**—**	**5 295.0**	**14 771.6**	**3 878.3**

B. Direct operational costs

(Thousands of United States dollars)

Budget line	*Public information*	*Mine detection and mine clearing*	*DDR/ DDRRR*	*Elections*	*Security*
General temporary assistance	—	—	—	8 819.1	—
Facilities and infrastructure					
Rental of premises	—	—	33.0	—	—
Utilities	—	—	114.0	—	—
Rental of vehicles	—	—	38.4	—	—
Acquisition of security and safety equipment	—	—	—	—	741.7
Acquisition of firefighting equipment	—	—	—	—	134.8
Security services	—	—	—	—	2 521.2
Field defence supplies	—	—	—	—	938.6
Ground transportation					
Petrol, oil and lubricants	—	—	5.1	—	—
Air transportation					
Services	—	—	—	2 372.8	
Fixed-wing rental and operation	—	—	—	9 619.6	
Helicopter rental and operation	—	—	—	42 575.1	
Petrol, oil and lubricants	—	—	—	9 981.6	
Medical					
Medical supplies	—	—	18.0	—	—
Medical services	—	—	12.0	—	—
Public information					
Acquisition of public information equipment	495.7	—	—	—	—
Public information services	1 195.4	—	—	—	—
Supplies and maintenance	473.2	—	—	—	—

Budget line	*Public information*	*Mine detection and mine clearing*	*DDR/ DDRRR*	*Elections*	*Security*
Other supplies, services and equipment					
Mine detection and mine clearing services	—	3 568.8	—	—	—
Printing and reproduction	694.5		25.0	130.0	
Uniforms, flags and decals	—	—	—	—	607.3
Personal protection gear	—	—	—	—	171.1
Rations — other	—	—	84.0	—	—
Other services	—	—	180.0	—	—
Subtotal	**2 858.8**	**3 568.8**	**509.5**	**73 498.2**	**5 114.7**
Total, A and B	**12 782.7**	**3 568.8**	**5 804.5**	**88 269.8**	**8 993.0**

Abbreviations: DDR, disarmament, demobilization and reintegration; DDRRR, disarmament, demobilization, repatriation, resettlement and reintegration.

[a] Includes national posts, international posts and United Nations Volunteers.

[b] Reflects revised costs resulting from the proposed retention of the Disarmament, Demobilization and Reintegration/Disarmament, Demobilization, Repatriation, Resettlement and Reintegration Section and the related additional staffing proposals.

Annex IV

Staff redeployed to Goma, with functional titles

Office/Section/Unit	*Functional title*	*USG*	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-1/2*	*FS*	*GS (PL)*	*GS (OL)*	*SS*	*NS*	*NPO*	*UNV*	*Total*
Aviation Section	Planning Officer	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Terminal Unit Officer	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Communications, Information and Technology Section	Telecommunications Assistant	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Telecommunications Assistant	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Telephone Technician	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Warehouse Clerk	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
	Information Technology Technician	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Engineering Section	Construction Supervisor	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Generator Unit Supervisor	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Electrical Supervisor	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Construction Supervisor	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Construction Supervisor	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Facility Camp Manager	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Water Treatment Plant and Water Distribution Supervisor	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Assets Manager	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Assets Management Assistant	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Geographic Information System Specialist	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Supply Section	Fuel Assistant	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Transport Section	Transport Officer	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
Movement Control Section	Dangerous Goods Inspector	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Movement Control Assistant	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Movement Control Assistant	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Finance Section	Finance Assistant	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Finance Assistant	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Finance Assistant	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Human Resources Section	Human Resources Assistant	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	2

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Office/Section/Unit	*Functional title*	*USG*	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-1/2*	*FS*	*GS (PL)*	*GS (OL)*	*SS*	*NS*	*NPO*	*UNV*	*Total*
Medical Section	Medical Evacuation Coordinator	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
Staff Counsellor	Staff Counsellor	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
United Nations Volunteers Support Unit	Administration Officer	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	Administration Officer	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Human Rights Office	Human Rights Officer	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Child Protection Section	Child Protection Adviser	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
HIV/AIDS Unit	National Training Officer (HIV)	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
Political Affairs Division	Civil Affairs Officer	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
	Senior Political Affairs Officer	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
	Associate Political Affairs Officer	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
	Associate Political Affairs Officer	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
	Political Affairs Officer	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
	Civic Education Specialist	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
Office of Public Information	Head to oversee public information activities	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
	Assistant to the Head of Office	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Public Information Officer	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
	Outreach Officer for DDRRR	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
	Chief Editor	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
	Video Producer	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Video Editor (1 ICC camera)	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Photographer	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
	Assistant Chief Editor Radio Okapi	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
	Senior correspondents	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	2
	Journalist	—	—	—	—	—	—	—	—	—	—	—	—	6	—	—	6
	Local Head Technician	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
Office of the Special Representative of the Secretary-General	Senior Coordinator for East	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
	Senior Planning Officer	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
	Political Officer	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1

Office/Section/Unit	*Functional title*	*USG*	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-1/2*	*FS*	*GS (PL)*	*GS (OL)*	*SS*	*NS*	*NPO*	*UNV*	*Total*
	Political Officer	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
	Civil Affairs Officer	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
	Protocol Officer	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	2
	Administrative Assistant (Chief of Staff)	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
Security and Safety Section	Security Officer	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
Total		**—**	**—**	**1**	**—**	**2**	**2**	**5**	**4**	**12**	**—**	**—**	**—**	**11**	**6**	**24**	**67**

Abbreviations: FS, Field Service; GS (PL), General Service (Principal level); GS (OL), General Service (Other level); SS, Security Service; NS, national General Service staff; NPO, National Professional Officer; UNV, United Nations Volunteers.

Annex V

Summary of proposed changes in staffing for the period from 2007/08 to 2008/09

Table 1
Summary: total mission

	Posts	*Level*	
Approved posts 2007/08	3 915	1 USG; 3 ASG; 5 D-2; 17 D-1; 48 P-5; 109 P-4 (including 1 GTA); 244 P-3 (including 6 GTA), 77 P-2 (including 3 GTA); 430 FS; 3 GS (PL); 184 GS (OL) (including 1 GTA); 68 NO (including 3 GTA); 2,122 NS (including 19 GTA); 604 UNV	
Proposed posts 2008/09	4 934	1 USG; 3 ASG; 6 D-2; 18 D-1; 50 P-5; 121 P-4 (including 9 GTA); 289 P-3 (including 52 GTA), 70 P-2 (including 3 GTA); 529 FS (including 42 GTA); 3 GS (PL); 183 GS (OL) (including 1 GTA); 90 NO (including 3 GTA); 2,776 NS (including 127 GTA); 795 UNV	
Posts/positions abolished	37	1 P-5	
		5 P-4	
		13 P-3	
		9 P-2	
		2 NO	
		7 NS	
New posts/positions	1 056	1 D-2	
		1 D-1	
		16 P-4	Including 8 GTA positions
		63 P-3	Including 46 GTA positions
		5 P-2	
		107 FS	Including 42 GTA positions
		14 NO	
		658 NS	Including 108 GTA positions
		191 UNV	Including 162 temporary positions
Posts reclassified	—	3 P-5	
		1 P-4	
		-5 P-3	
		-3 P-2	
		-8 FS	
		-1 GS (OL)	
		10 NO	
		3 NS	

Table 2
Summary: by component

1 July 2008 to 30 June 2009

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
Executive direction and management				
Immediate Office of the Special Representative of the Secretary-General				
Posts	+1	D-2	Coordinator for Eastern Democratic Republic of the Congo	New
	+1	P-4	Administrative Officer	New
	+1	P-3	Administrative Officer	New
	+2	FS	Administrative Assistants	New
	+5			
Protocol Unit				
Posts	-1	P-3	Protocol Officer	Reclassified to NO
	+2	NO	Protocol Officers	1 reclassified from P-3 and 1 new
	+2	NS	Administrative Assistants	New
	+3			
Legal Affairs Section				
Posts	+1	P-4	Legal Officer	Reclassified from P-3
	-1	P-3	Legal Officer	Reclassified to P-4
	+0			
Strategic Planning Cell				
Posts	+1	P-5	Senior Planning Officer	Redeployed from Political Affairs Division
	+2	P-3	Planning Officers	New
	+1	FS	Administrative Assistant	New
	+4			
Joint Operations Centre				
Posts	+1	P-5	Chief	Redeployed from Political Affairs Division
	+2	P-4	Operations Officers	1 redeployed from Political Affairs Division and 1 new
	+2	P-3	Operations Officers	Redeployed from Political Affairs Division
	+3	P-2	Operations Officers	1 redeployed from Political Affairs Division and 2 new

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	+1	FS	Administrative Assistant	New
	+1	NS	Clerk/Driver	New
	+10			
Joint Mission Analysis Cell				
Posts	-1	GS (OL)	Administrative Assistant	Reclassified to NS
	+2	NS	1 Administrative Assistant and 1 Clerk/Driver	1 reclassified from GS (OL) and 1 new
	+2	UNV	Analysts	New
	+3			
Office of the Principal Deputy Special Representative of the Secretary-General				
Posts	-1	P-4	Special Assistant	Abolished
	+2	NS	Drivers/Clerks	New
	+1			
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/ Humanitarian Coordinator)				
Posts	+1	FS	Coordination Assistant	New
	+1	UNV	Administrative Assistant	New
	+2			
Office of the Special Representative of the Secretary-General and Offices of the Deputy Special Representatives of the Secretary-General				
Total posts	+1	D-2		
	+2	P-5		
	+3	P-4		
	+3	P-3		
	+3	P-2		
	+5	FS		
	-1	GS (OL)		
	+2	NO		
	+7	NS		
	+3	UNV		
	+28			
Field and Liaison Offices				
Posts	+1	D-1	Coordinator of the Heads of the Field and Liaison Offices	Redeployed from Political Affairs Division
	-1	P-4	Head of the Kikwit Office	Abolished

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	-1	P-3	Head of the Uvira Office	Abolished
	+8	FS	7 Administrative Assistants for the field offices and 1 Administrative Assistant for the Coordinator	New
	+7			
Executive direction and management				
Total posts	+1	D-2		
	+1	D-1		
	+2	P-5		
	+2	P-4		
	+2	P-3		
	+3	P-2		
	+13	FS		
	-1	GS (OL)		
	+2	NO		
	+7	NS		
	+3	UNV		
	+35			
Component 1: stable security environment				
Office of the Police Commissioner				
Posts	+2	P-3	1 Training Officer and 1 Planning Officer	
	+2			
Component 1				
Total posts	+2	P-3		
	+2			
Component 2: territorial security of the Democratic Republic of the Congo				
Disarmament, Demobilization and Reinsertion/ Disarmament, Demobilization, Repatriation, Reinsertion and Resettlement Section				
Posts	-1	P-4	DDR/DDRRR Officer	Abolished
	+1	P-3	DDR/DDRRR Officer	New
	+2	FS	DDR/DDRRR Assistants	New
	+3	NS	1 Administrative Clerk and 4 Drivers/Clerks	New
	+2	UNV	DDR Officers	New
	+7			

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
Component 3: security sector reform				
Security Sector Reform Unit				
Posts	+1	D-1	Head of Unit	New
	+1	P-3	Security Sector Reform Officer	New
	+1	FS	Administrative Assistant	New
	+3			
Rule of Law Office				
Posts	+4	P-4	3 Judicial Officers and 1 Prison Adviser	New
	+6	P-3	6 Judicial Officers	New
	+15	NS	15 Administrative Assistants	New (3 for the conversion of individual contractors)
	+25			
Component 3				
Total posts	+1	D-1		
	+4	P-4		
	+7	P-3		
	+1	FS		
	+15	NS		
	+28			
Component 4: democratic institutions and human rights				
Political Affairs Division				
Posts	-1	D-1	Senior Political Affairs Officer	Redeployed to the Field and Liaison Offices
	-2	P-5	Political Affairs Officer	1 redeployed to Strategic Planning Cell and 1 to JOC
	-3	P-4	Political Affairs Officer	1 redeployed to the JOC and 2 abolished
	-6	P-3	Political Affairs Officer	2 redeployed to the JOC and 4 abolished
	-9	P-2	Political Affairs Officer	1 redeployed to the JOC and 8 abolished
	+1	FS	Administrative Assistant	New
	-7	NS	Administrative Assistant	Abolished
	-27			

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
Office of Public Information				
Posts	+1	P-5	Spokesperson	Reclassified from P-4
	-1	P-4	Spokesperson	Reclassified to P-5
	+9	NS	2 Translators and 7 Administrative Assistants	New (5 for the conversion of individual contractors)
	+9			
Gender Affairs Section				
Posts	+1	NS	Administrative Assistant	New (for the conversion of individual contractor)
	+1			
Electoral Assistance Division				
General temporary assistance positions	+8	P-4	Temporary positions in support of the local elections	New (for periods of 6 to 12 months)
	+43	P-3	Temporary positions in support of the local elections	New (for periods of 6 to 12 months)
	+52	UNV	Temporary positions in support of the local elections	New (for periods of 6 to 12 months)
	+103			
Child Protection Section				
Posts	-8	P-3	Child Protection Officers	Abolished
	-2	NO	Child Protection Officers	Abolished
	+1	UNV	Child Protection Officer in Kinshasa	New
	-9			
Component 4				
Total posts	-1	D-1		
	-1	P-5		
	-4	P-4		
	-14	P-3		
	-9	P-2		
	+1	FS		
	-2	NO		
	+3	NS		
	+1	UNV		
	-26			

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
General temporary assistance positions	+8	P-4		
	+43	P-3		
	+52	UNV		
	+103			
Total posts and general temporary assistance positions	**+77**			
Component 5: support				
Conduct and Discipline Team				
General temporary assistance positions	+3	P-3	Conduct and Discipline Officers for Bunia, Goma and Bukavu	New
	+3			
Security and Safety Section				
Posts	-9	FS	9 Security Officers	Reclassified to NO
	+19	NO	9 Security Officers, 3 Airport Security Officers and 7 Guard Force Management Officers	9 reclassified from FS and 10 new
	+129	NS	2 Assistant Investigators, 9 Fire Fighters, 111 Security Guards, 6 Clerks and 1 Driver	New (103 Security Guards for the conversion of individual contractors)
	+139			
Office of the Director of Mission Support				
Posts	+1	P-5	Senior Administrative Officer	Reclassified from P-4
	-1	P-4	Senior Administrative Officer	Reclassified to P-5
	0			
Aviation Safety Unit				
Posts	+1	P-3	Aviation Safety Officer	Reclassified from P-2
	-2	P-2	Aviation Safety Officers	1 reclassified to P-3 and 1 abolished
	-1	FS	Aviation Safety Assistant	Reclassified to NS
	+1	NS	Aviation Safety Assistant	Reclassified from FS
	-1			
Office of the Director of Mission Support				
Posts (subtotal)	+1	P-5		
	-1	P-4		
	+1	P-3		

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	-2	P-2		
	-1	FS		
	+1	NS		
	-1			
Office of the Deputy Director of Mission Support				
Property Control and Inventory Unit				
Posts	+4	NS	PCIU Assistants	2 redeployed from Mission Support Centre and 2 new
	+1	UNV	PCIU Assistant	New
	+5			
Regional and Field Administrative Offices				
Posts	-1	P-5	Regional Administrative Officer	Abolished
	+42	NS	42 Interpreters for the FPUs	New (for the conversion of individual contractors)
	+41			
General temporary assistance positions	+2	FS	Field Administrative Officer	New for the period from July to December 2008 in support of the local elections
	+2			
Total posts and general temporary assistance positions	**+43**			
Office of the Deputy Director of Mission Support				
Posts (subtotal)	-1	P-5		
	+46	NS		
	+1	UNV		
	+46			
General temporary assistance positions	+2	FS		
	+2			
Total posts and general temporary assistance positions	**+48**			
Administrative Services				
Human Resources Section				
Posts	-1	FS	Human Resources Assistant	Reclassified to NS
	+1	NO	Human Resources Officer in Kinshasa	New

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	+11	NS	1 Human Resources Assistant and 10 Travel Assistants	1 reclassified from FS and 10 redeployed from Movement Control Section
	+11			
Procurement Section				
Posts	+2	FS	1 Information Technology Specialist and 1 Procurement Assistant for property disposal functions	New
	+2			
Finance Section				
Posts	+1	P-4	1 Regional Finance Officer for Region East	New
	+5	FS	5 Finance Assistants for Bukavu, Bunia, Entebbe, Kisangani and Kinshasa	New
	+2	NO	2 Finance Officers for Kindu and Kinshasa	New
	+6	NS	6 Finance Clerks for Bunia, Bukavu, Kananga and Kinshasa	New (5 for the conversion of individual contractors)
	+6	UNV	6 Finance Assistants for Bukavu, Bunia, Goma, Kananga, Mbandaka and Kinshasa	New
	+20			
Medical Section				
Posts	+2	FS	2 Nurses for Kinshasa	New
	+2	NS	1 Warehouse Assistant for Kinshasa medical warehouse and 1 Ambulance Driver for Kinshasa	New
	+2	UNV	1 Medical Officer for Uvira and 1 Medical Equipment Technician	New
	+6			
General temporary assistance positions	+10	NS	Medical Assistants	New for the period from July to December 2008 in support of the local elections
	+10	UNV	Medical Officers	New for the period from July to December 2008 in support of the local elections
	+20			
Total posts and general temporary assistance positions	**+26**			

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
HIV/AIDS Unit				
Posts	+1	UNV	1 Medical Officer	New
	+1			
Administrative Services				
Posts (subtotal)	+1	P-4		
	+8	FS		
	+3	NO		
	+19	NS		
	+9	UNV		
	+40			
General temporary assistance positions	+10	NS		
	+10	UNV		
	+20			
Total posts and general temporary assistance positions	**+60**			
Integrated Support Services				
Mission Support Centre				
Posts	+1	P-4	Logistics Officer of Entebbe Support Base	Reclassified from P-3
	-1	P-3	Logistics Officer of Entebbe Support Base	Reclassified to P-4
	-2	NS	PCIU Assistants	Redeployed to Property Control and Inventory Unit
	-2			
General temporary assistance positions	+3	FS	Logistics Officers	New for the period from July to December 2008 in support of the local elections
	+6	NS	Logistics Assistants	New for the period from July to December 2008 in support of the local elections
	+6	UNV	Logistics Officers	New for the period from July to December 2008 in support of the local elections
	+15			
Total posts and general temporary assistance positions	**+13**			
Contingent-Owned Equipment Section				
Posts	-1	P-4	COE Officer	Redeployed to the new COE and Property Management Section
	-1	P-3	COE Officer	Redeployed to the new COE and Property Management Section

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	-9	FS	COE Officers	Redeployed to the new COE and Property Management Section
	-1	GS (OL)	Administrative Assistants	Redeployed to the new COE and Property Management Section
	-13	UNV	COE Officers	Redeployed to the new COE and Property Management Section
	-25			
Supply Section				
Posts	+1	P-4	Chief General Supply Unit	Reclassified from P-3
	-3	P-3	1 Chief General Supply Unit and 2 Fuel Assistants	1 reclassified to P-4 and 2 reclassified to FS
	-1	P-2	1 Fuel Assistant	Reclassified to FS
	+3	FS	Fuel Assistants	2 reclassified from P-3 and 1 reclassified from P-2
	+20	NS	14 Supply and Fuel Assistants, 2 Administrative Clerks and 4 Supply Assistants	New (for the conversion of individual contractors)
	+3	UNV	3 Rations and Fuel Assistants for Kigoma and Kamina	New
	+23			
General temporary assistance positions	+4	FS	Supply and Fuel Officers	New for the period from July to December 2008 in support of the local elections
	+2	NS	Supply and Fuel Assistants	New for the period from July to December 2008 in support of the local elections
	+7	UNV	Supply and Fuel Officers	New for the period from July to December 2008 in support of the local elections
	+13			
Total posts and general temporary assistance positions	**+36**			
Engineering Section				
Posts	+10	FS	3 Asset Managers, 2 Electrical Supervisors, 3 Works Supervisors, 2 Civil Engineer Supervisors	
	+177	NS	28 Water Treatment Assistants, 62 Water Bottling Technicians and 87 Electrical and Generator Technicians	New (for the conversion of individual contractors)
	+187			

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
General temporary assistance positions	+4	FS	Engineering Officers	New for the period from July to December 2008 in support of the local elections
	+12	NS	Engineering Assistants	New for the period from July to December 2008 in support of the local elections
	+3	UNV	Engineering Officers	New for the period from July to December 2008 in support of the local elections
	+19			
Total posts and general temporary assistance positions	**+206**			
Geographic Information System				
Posts	+2	P-3	Geographic Information Officers for Bunia and Kisangani	New
	+2	P-2	Associate Geographic Information Officers for Goma and Bukavu	New
	+4	NS	GIS Assistants for Bunia, Goma and Bukavu	New
	+8			
Facilities and Camp Management Unit				
Posts	+11	NS	Administrative Assistants	New (for the conversion of individual contractors)
	+11			
Communications, Information and Technology Section				
Posts	+1	FS	Workshop Supervisor for the Entebbe Support Base	New
	+6	NS	1 Stores Inventory Assistant for the Entebbe Support Base, 3 Stores Assistants, 1 Administrative Clerk and 1 Mail and Pouch Clerk	New (5 for the conversion of individual contractors)
	+3	UNV	1 Technician for the Entebbe Support Base, 1 Alternate Energy Technician and 1 Mail and Pouch Assistant	New
	+10			
General temporary assistance positions	+24	NS	12 Radio Technicians and 12 Information Technology Technicians	New for the period from July to December 2008 in support of the local elections

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	+24	UNV	12 Radio Technicians and 12 Information Technology Technicians	New for the period from July to December 2008 in support of the local elections
	+48			
Total posts and general temporary assistance positions	+58			
Movement Control Section				
Posts	+1	P-4	Mission Planning/ Operations Officer	New
	+11	FS	1 Transport Officer for the additional Heavy Transport Unit in Entebbe, 2 Quality Assurance Assistants for the new Quality Assurance and Standardization Unit, 3 Movement Control Managers for Matadi, Mbuji-Mayi, Bujumbura and 5 Movement Control Officers for the Traffic and Sh	New
	+4	NS	10 Travel Assistants, 3 Heavy-vehicle Drivers for the additional Heavy Transport Unit in Entebbe, 2 Movement Control Clerks for Bujumbura and 9 Movement Control Clerks	10 redeployed to Human Resources Section (Travel Assistants) and 14 new (2 for the conversion of individual contractors)
	+3	UNVs	1 Transport Assistant or an additional Heavy Transport Unit in Entebbe and 2 Movement Control Assistants for Matadi and Bandundu	New
	+19			
General temporary assistance positions	+10	FS	Movement Control Assistants	New for the period from July to December 2008 in support of the local elections
	+15	UNV	Movement Control Officers	New for the period from July to December 2008 in support of the local elections
	+25			
Total posts and general temporary assistance positions	+44			
Transport Section				
Posts	+2	FS	Motor Transport Officers for Region East and Region West	New

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	+92	NS	Drivers/Mechanics	New (for the conversion of individual contractors)
	+94			
General temporary assistance positions	+42	NS	Transport Assistants	New for the period from July to December 2008 in support of the local elections
	+14	UNV	Transport Officers	New for the period from July to December 2008 in support of the local elections
	+56			
Total posts and general temporary assistance positions	**+150**			
Aviation Section				
Posts	+1	P-4	Chief Missions Aviation Operations Centre	Reclassified from P-3
	+1	P-3	Chief Missions Aviation Operations Centre, 1 Chief Quality Assurance and Standardization Unit and 1 Air Planning Officer	1 reclassified to P-4 (Chief Missions Aviation Operations Centre), 1 reclassified from P-2 (Chief Quality Assurance and Standardization Unit) and 1 new (Air Planning Officer)
	+0	P-2	1 Chief Quality Assurance and Standardization Unit and 1 Associate Airfield Operations Officer	1 reclassified to P-3 and 1 new
	+12	FS	2 Flight Following Officers, 5 Planning Officers, 2 Air Terminal Officers, 1 Technical Compliance Officer, 1 Aviation Training Officer and 1 Budget Officer	New
	+9	NS	6 Air Terminal Assistants, 1 Flight Following Assistant, 1 Technical Compliance Assistant, 1 Aviation Training Officer and 1 Budget Assistant	New
	+23			
General temporary assistance positions	+19	FS	Aviation Officers	New for the period from July to December 2008 in support of the local elections
	+12	NS	Aviation Assistants	New for the period from July to December 2008 in support of the local elections

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	+31	UNV	Aviation Officers	New for the period from July to December 2008 in support of the local elections
	+62			
Total posts and general temporary assistance positions	**+85**			
Property Management Section				
Posts	-1	P-4	Property Management Officers	Redeployed to the new COE and Property Management Section
	-2	P-3	Property Management Officers	Redeployed to the new COE and Property Management Section
	-14	FS	Property Management Assistants	Redeployed to the new COE and Property Management Section
	-6	GS (OL)	Property Management Assistants	Redeployed to the new COE and Property Management Section
	-36	NS	Property Management Assistants	Redeployed to the new COE and Property Management Section
	-10	UNV	Property Management Officers	Redeployed to the new COE and Property Management Section
	-69			
Contingent-owned equipment and Property Management Section				
Posts	+1	P-5	Chief Property Management Officer	Reclassified from P-4
	+1	P-4	2 Property Management Officers and 1 Chief	2 redeployed from COE Section and Property Management Section and 1 reclassified to P-5
	+4	P-3	3 Property Management Officers and 1 Chief Property Disposal Officer in Kinshasa	3 redeployed from COE Section and Property Management Section and 1 new
	+26	FS	23 Property Management Assistants, 1 Administrative Assistant, 1 COE Team Leader and 1 COE Database Manager	23 redeployed from COE Section and Property Management Section and 3 new
	+7	GS (OL)	Property Management Assistants	Redeployed from COE Section and Property Management Section
	+38	NS	36 Property Management Assistants, 1 Property Disposal Clerks and 1 Data Entry Clerk	36 redeployed from COE Section and Property Management Section and 2 new

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
	+27	UNV	23 Property Management Officers, 1 COE Inspector and 3 Property Disposal Officers	23 redeployed from COE Section and Property Management Section and 4 new
	+104			
Integrated Support Services				
Posts (subtotal)	+1	P-5		
	+3	P-4		
	+1	P-2		
	+42	FS		
	+0	GS (OL)		
	+323	NS		
	+13	UNV		
	+383			
General temporary assistance positions	+40	FS		
	+98	NS		
	+100	UNV		
	+238			
Total posts and general temporary assistance positions	**+621**			
Support Component				
Total posts	+1	P-5		
	+3	P-4		
	+1	P-3		
	-1	P-2		
	+40	FS		
	+0	GS (OL)		
	+22	NO		
	+518	NS		
	+23	UNV		
	+607			
General temporary assistance positions	+3	P-3		
	+42	FS		
	+108	NS		
	+110	UNV		
	+263			
Total posts and general temporary assistance positions	**+870**			

Office/Section/Unit	*Number*	*Level*	*Description*	*Status*
Mission				
Total posts	+1	D-2		
	+1	D-1		
	+2	P-5		
	+4	P-4		
	-1	P-3		
	-7	P-2		
	+57	FS		
	-1	GS (OL)		
	+22	NO		
	+546	NS		
	+29	UNV		
	+653			
General temporary assistance positions	+8	P-4		
	+46	P-3		
	+42	FS		
	+108	NS		
	+162	UNV		
	+366			
Total posts and general temporary assistance positions	**+1 019**			

Abbreviations: COE, contingent-owned equipment; DDR, disarmament, demobilization and reintegration; DDRRR, disarmament, demobilization, repatriation, resettlement and reintegration; FS, Field Service; GTA, general temporary assistance; GS (OL), General Service (Other level); GS (PL), General Service (Principal level); JOC, Joint Operations Centre; NO, National Officer; NS, national General Service staff; PCIU, Property Control and Inventory Unit; UNV, United Nations Volunteers.

Annex VI

A. United Nations Organization Mission in the Democratic Republic of the Congo: breakdown of casual daily workers/independent contractors by type of function

Function	*Number of workers proposed for conversion to regular posts*
Store assistants	23
Clerical functions	29
Interpreters	42
Electricians and generator mechanics	87
Water treatment and bottling	90
Vehicle mechanics and drivers	92
Security guards (Bunia)	103
Total conversions	**466**

B. MONUC: breakdown of casual daily workers/independent contractors by office

Section/Office/Unit	*Number of workers proposed for conversion to regular posts*
Communications and Information Technology Section	5
Engineering Section	177
Finance Section	5
Gender Issues Section	1
Office of Public Information	5
Rule of Law Office	3
Security and Safety Section	103
Supply Section	20
Movement Control Section	2
Transport Section	92
Regional and Field Administration Offices	42
Facilities and Camp Management	11
Total conversions	**466**

Annex VII

United Nations Organization Mission in the Democratic Republic of the Congo: electoral posts and general temporary assistance positions for the period from 2005/06 to 2008/09

	2005/06		2006/07		2007/08		2008/09	
	Posts	General temporary assistance positions	Posts	General temporary assistance positions	Posts	General temporary assistance positions	Proposed posts	Proposed general temporary assistance positions
Substantive staff								
Political Affairs Division		19						
Electoral Assistance Division	132	37	131	37	131	37	131	140
Human Rights Office		17		17		17		17
Office of Public Information		177						
Subtotal, substantive	**132**	**250**	**131**	**54**	**131**	**54**	**131**	**157**
Support								
Regional and Field Administrative Offices								2
Mission Support Centre		25						15
Human Resources Section		2						
General Services		13						
Facilities and Camp Management Unit		8						25
Movement Control Section		25						
Security and Safety Section		18						56
Transport Section		48						24
Communications		22						24
Information Technology		16						13
Supply Section		14						
Fuel Unit		4						62
Aviation Section		58						
Procurement Section		2						19
Engineering Section		2						

	2005/06		2006/07		2007/08		2008/09	
	Posts	General temporary assistance positions	Posts	General temporary assistance positions	Posts	General temporary assistance positions	Proposed posts	Proposed general temporary assistance positions
Medical Section								20
Subtotal, support		**257**						**260**
Total	**132**	**507**	**131**	**54**	**131**	**54**	**131**	**417**

Summary

	2005/06		2006/07		2007/08		2008/09	
	Posts	General temporary assistance positions	Posts	General temporary assistance positions	Posts	General temporary assistance positions	Proposed posts	Proposed general temporary assistance positions
International	30	73	29	7	29	7	29	100
National	35	274	35	19	35	19	35	127
United Nations Volunteers	67	160	67	28	67	28	67	190
Total	**132**	**507**	**131**	**54**	**131**	**54**	**131**	**417**